



CSR ROADMAP 2020

INTRO

Since 2012, Antalis has implemented a Corporate Social Responsibility policy that is common to all its production (Arjowiggins) and distribution (Antalis) activities.

This common strategy, based on the ISO 26000 standard, guarantees that the main impacts of its activities are taken into account, in full compliance with a normalised and internationally standardised framework.

« By placing CSR at the heart of its economic model, Antalis hopes to inspire its clients, teams and partners towards products and solutions that are increasingly more respectful of their environment. »



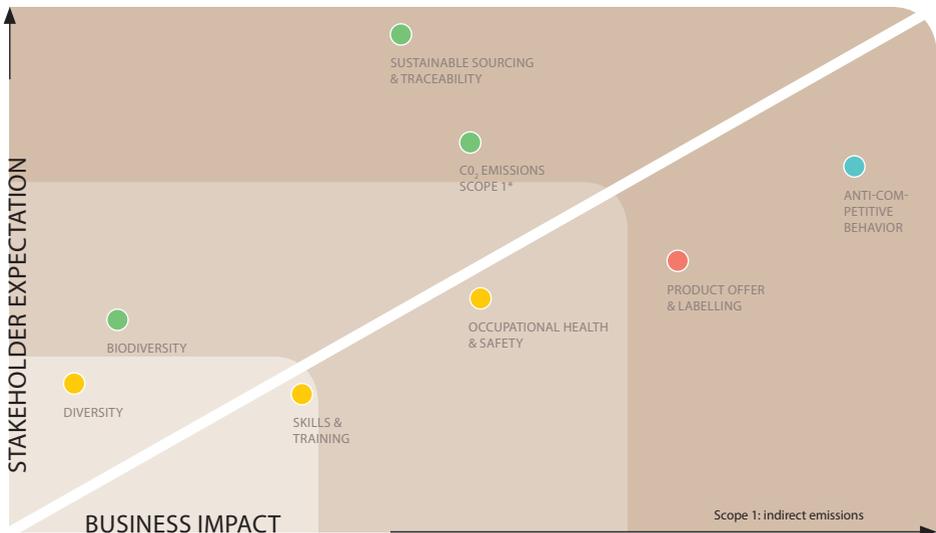
*Hervé Poncin,
Antalis Chief Operating Officer*

RESPONSES TO OUR IMPACTS: MATERIALITY ANALYSIS

Based on the recommendations of sector-specific standards, 10 challenges were retained. Each of the 10 challenges was rated according to the expectations of each stakeholder (staff, communities, civil societies, customers, investors, suppliers, sector standards). This rating was carried out internally, based on our professional knowledge acquired through feedback gathered from the stakeholders for over 5 years.

The 8 challenges were then rated according to their economic impact (financial, image, sales, regulatory, operational, geographical coverage and level of internal ownership). The following graph formalises the results of this analysis.

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4 PILLARS

7 INITIATIVES

Antalis drew up a roadmap for the period 2016-2020. This roadmap revolves around four pillars containing 7 initiatives reflecting the major challenges for the Group. Each of these initiatives is the subject of an action plan, which can differ according to the divisions and is associated with performance or monitoring indicators.

GOVERNANCE

1

CSR STRATEGY

- ▶ Reinforce the integration of CSR at the heart of professions: numerical targets, network, indicators, reporting.

2

BUSINESS ETHICS

- ▶ Guarantee the Group's activity is in line with the Code of Conduct everywhere in the world.

NATURAL RESOURCES

3

TRACEABILITY

- ▶ Guarantee the control of the supply chain to identify and manage risks.

4

ENERGY

- ▶ Energy efficiency: reduce environmental impacts and associated costs.

HUMAN RESOURCES

5

EMPLOYEE SAFETY

- ▶ Guarantee a healthy and safe working environment to improve well-being and performance.
- ▶ Aim for zero accidents and work-related illnesses.

6

TRAINING & APPRENTICESHIP

- ▶ Generate permanent training to meet market demands and changing professions.
- ▶ Social responsibility of the group to create employment through apprenticeship.

PRODUCT OFFER

7

ECO-RESPONSIBLE PRODUCTS

- ▶ Develop the market and the offer of eco-responsible products (paper, visual communication, packaging).

GOVERNANCE

1

CSR POLICY, REPORTING & CORRESPONDENTS' NETWORK



VISION:

- Develop a CSR policy which integrates numerical targets and clearly identified actions, associated with standardised reporting procedures and checked by independent third parties.
- Form and lead a network of correspondents in all branches of activity and on all the defined initiatives.

MAIN ACTIONS:

- Mediation of the CSR community on the Weconnect platform, integrating the reference persons of each region for each initiative.
- Contribution to the reporting tools by each of the legal entities of the Group (Energy, Human Resources, Traceability, etc.).

1

CSR correspondent
per region

2

BUSINESS ETHICS



VISION:

Guarantee that the Group's activity, wherever it operates in the world, is carried out in full compliance with the internal Code of Conduct and with international and national regulations; more particularly regarding questions of competition law and the fight against corruption.

INDICATORS:

- Percentage of employees receiving training every two years in competition law and the fight against corruption.

MAIN ACTIONS:

- Online training plan in competition law.
- Face to face training for all of the regional management boards.

2020
TARGET

100%

of at-risk populations

trained in business
ethics every 2 years

NATURAL RESOURCES

3

TRACEABILITY & SUSTAINABLE PROCUREMENT



VISION:

- Reinforce the traceability of products in order to eliminate at-risk procurement sources, to improve the contribution of sustainable procurement and reinforce circular economy solutions.

INDICATORS:

- Percentage of wood fibre-based procurements covered by a traceability procedure.
- Percentage of 100% traceable products (tree species and country of origin).

MAIN ACTIONS:

- Expansion of the Antalis traceability platform (Antrak) with a view to covering 85% of the purchase volume (including Packaging and Visual communication products).
- Guarantee that all new suppliers complete and satisfy the pre-referencing questionnaire.

2020
TARGET

85%

of purchase volume traced and sustainable

4

ENERGY



VISION:

- Better verification and control of the supply chain in order to reduce the carbon footprint and associated costs.

INDICATORS:

- Kilogram of CO₂ per kilometre of transported products.
- Percentage of transport volumes handled on the Antrak platform.

MAIN ACTIONS:

- Obtain a clear vision of indirect emissions linked to the transport of goods (externalised) by integrating the main transport providers into the Antrak platform.
- Commit our suppliers to measures reducing their environmental and social footprint.
- Promote transport providers who offer innovative solutions which are more respectful of people and the environment.

2020
TARGET

CARBON
FOOTPRINT

90%

of transport *
measured via
Antrak

* Direct and subcontracted transport

HUMAN RESOURCES

5

WORKPLACE SAFETY



VISION:

- Guarantee a safe and healthy work environment while improving well-being in the workplace and performance conditions for employees.
- Move towards zero accidents and occupational illnesses in all fields.

2020
TARGET

LTA* = 7

(-30% against 2015)

* LTA Lost Time Accident rate

INDICATORS:

- Lost Time Accident Frequency rate.
- Severity rate of accidents.
- Action plan on the monitoring of occupational illnesses.
- Measure the level of commitment of the organisation.

MAIN ACTIONS:

- Develop training and communication to raise awareness of risks and to influence safe conduct.
- Promote a positive culture of workplace health and safety by rewarding people's accomplishments and involvement.
- Deployment of the Ohsas 18001 certification in the 20 main warehouses.
- Share road risk management good practices.

6

TRAINING & APPRENTICESHIP



VISION:

- Bolster vocational training in order to face changes in the market and in employment.
- Responsibility of the Group to create employment, particularly through different forms of apprenticeship.

2020
TARGETS

80%
of employees
trained annually

14h
of training per
person per year

INDICATORS:

- Number of employees having received training.
- Number of hours of training per employee.
- Percentage of women in management positions.

MAIN ACTIONS:

- Action plan with detailed targets.
- Development of e-learning via the Weconnect platform.
- Development of an internal recruitment platform integrated into Weconnect.

PRODUCT OFFERING

7

ECO-RESPONSABILITY



VISION:

- Develop demand for eco-responsible products and offer innovative product ranges.
- Promote and favour recycled products encouraging a circular economy.

INDICATORS:

- Percentage of eco-responsible products.

MAIN ACTIONS:

- Definition and implementation of eco-responsible Packaging and Visual Communication product ranges.

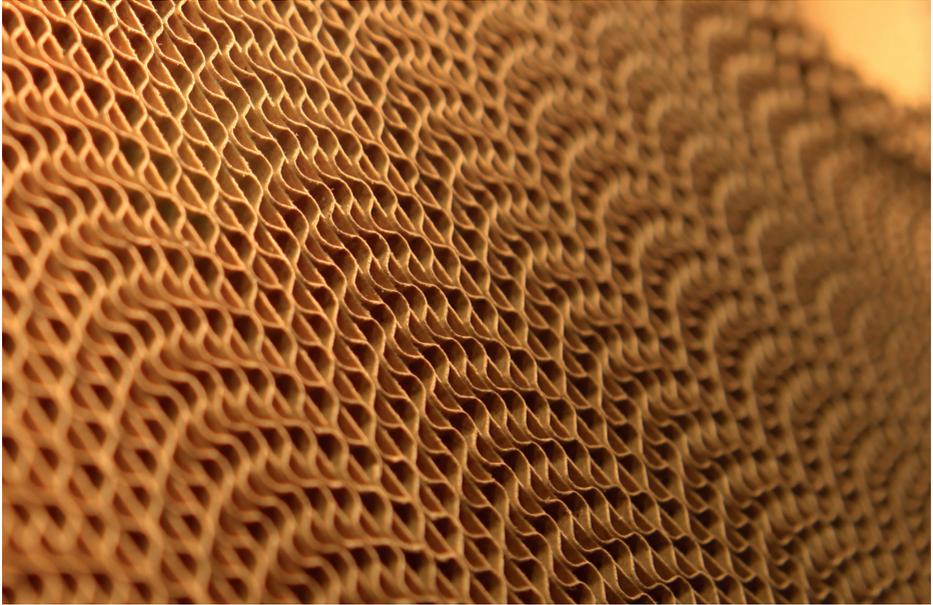
2018
KEY FIGURES

72%

eco-responsible products*

* Définition Green Star System™





antalis ^{EM}
Just ask Antalis



ANTALIS

Antalis (Euronext Paris : ANTA) is the leader in B2B distribution of Papers (number 1 worldwide outside the United States) and industrial Packaging, and number three in the distribution of Visual Communication media in Europe.

In 2018, the Group reported sales of €2.3 billion
and employed 5,200 people
serving around 126,000 customers, companies and printers in 41 countries.

Through its 115 distribution centres, Antalis makes around 12,000 deliveries per day worldwide
and it distributed 1.3 million tons of paper in 2018.